



220 East Park

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Livingston, MT 59047

Livingston JOB SERVICE EMPLOYER COMMITTEE

JSEC Minutes February 19, 2008

MEMBERS PRESENT: Jim Hunt; Chairman, LouAnn Nelson, Susy Dunn, Joe Bennett, Jane Larkin, Chuck Sinclair, Joyce Heiser, Zanya Betley, Gail Habener, and Susan Hanken

AGENDA ITEMS:

Minutes from January stand as written.

Next Meeting: Tuesday, March 18, 2008

2. *2008 Calendar of Events in place.

March 6: Jim Nys of Personnel Plus – Performance Management & Avoiding Wrongful Discharge.

April 14-17: JSEC Conference in Great Falls.

April 22/24: 8th Grade Business After Hours.

April 23: 3rd Annual Livingston Job Fest at the Civic Center.

May 14: Assistance For Business Clinic.

JSEC will sponsor one JSEC member to attend the JSEC Conference April 14 – 17 in Great Falls.

Pike's Fish Market Customer Service Video Series: Fish, Fish Bites, and Fish Tales are available for viewing until March 10th at which time they will be mailed back to Helena DLI central office. So far, 8 different businesses have sent in a total of 18 employees to watch the videos. Also available are the 12 Danger Zones for Supervisors video series covering employment law issues on twelve different topics. Contact Sue at Job Service to view all of these videos.

12 Danger Zones For Supervisors Video Series consist of the following topics:

Hiring, Documentation and Evaluations, Discipline, Firing, Sexual Harassment, Other Harassment, Discrimination, FMLA, Safety and Worker's Compensation, Wage and Hour Law, Labor Law, Privacy, and Workplace Violence.

Other training in place:

-One small business in town sends an employee to John Deere training in Washington each year.

-**Working It Out** training on soft skills. Zanya and Elizabeth from Job Services started a 10 week soft skills training course to one of the High School classes.

3. *What's New and Interesting:

Business Professionals of America Regional and State Competitions – Joe Bennett

Joe participated in the judging process of this High School competition. Overall, 140 students and 50 judges participated. Each student chose between four fictitious companies and a fictitious job opening within that company then submitted a resume, application, and a 12 page presentation to the fictitious position and competed in interviews for the position for a maximum of 500 points to win the competition. Joe was part of a panel that judged 20 students who competed for a position within a fictitious printing company. Joe was impressed by quality of work and advanced interview skills displayed by the students and that overall, the rural students performed better than their urban counterparts.

Dislocated worker program – Joyce

Job Service will take over the dislocated worker program from AFL CIO Project Challenge. The WoRC program was taken over by Career Transitions in Belgrade who is subcontracting with Learning Partners to service Park County participants.

Business Expansion And Retention (BEAR) – Sue

To date 21 businesses have been interviewed by the BEAR team interested in the Incumbent Worker Training Grant funds available in DLI Region 4. Of the businesses who responded to the BEAR customer service surveys emailed to them as part of the follow up process to the BEAR interview, all of them rated their experience positively.

Online New Hire Reporting System: <https://vhsp.dphhs.state.mt.us/nhrs/>

Updated **Wage Hour Laws Books** are available at Job Service office. Contact Sue for your copy at livingstonjsc@mt.gov.

Labor Market Statistics: Park County –

Question was raised about the stats on Stillwater Mining Company and whether R&A statistics on the company are calculated to location of company, worksite, or residence of employee. According to R&A, the numbers are base on worksite location and not residence of employee or company headquarters.

Top Employers and Employment & Wages: See below.

HR Hero Survey Economic Outlook: See below.

According to the Montana Economic Outlook Seminar held in Bozeman last week, the economic outlook for Gallatin/Park counties and the entire state look good. The wheat crops look good, tourism is up, subprime loan crisis has not affected Montana.

Family Medical Leave Act – Sue has emailed updates on the new additions to FMLA.

Montana		Park County	
Business Name	Size Class#	Business Name	Size Class#
Albertsons	9	Albertson's	5
Benefis Healthcare	9	Best Western by Mammoth Hot Springs	5
Better Business Systems	9	Chico Hot Springs	6
Bozeman Deaconess Health Services	8	Church Universal & Triumphant	6
Costco	8	Community Health Partners	5
Deaconess Billings Clinic Health System	9	Evergreen Healthcare	5
DirecTV	8	Livingston Healthcare	7
First Interstate Bank	9	Montana's Rib and Chop House	5
Glacier Bancorp Inc	8	Mountain Sky Guest Ranch	5
Kalispell Regional Medical Center	9	PrintingForLess.com	6
Missoula Community Medical Center	9		
Northwestern Energy	9		
St. Patrick Hospital	9		
St. Peter's Hospital	8		
St. Vincent Healthcare	9		
Stillwater Mining Company	9		
Town Pump	9		
United Parcel Service	8		
Wal-Mart	9		
Wells Fargo	9		

Top 10 Private Employers in Park County based on 2nd quarter 2007 data (in alphabetical order).

Top 20 Private Employers based on 2nd quarter 2007 data (in alphabetical order).

More counties will be listed as individual county data is updated.

Size Class Breakdown:

Size Class 3 = 10-19 employees;

Size Class 4 = 20-49 employees;

Size Class 5 = 50-99 employees;

Size Class 6 = 100-249 employees;

Size Class 7 = 250-499 employees;

Size Class 8 = 500-999 employees;

Size Class 9 = 1,000 and over employees.

2005 QCEW Annual County Data Ranked by Total Annual Average Wage					
COUNTY	total employment	total wages	total annual average wage	private annual average wage	rank
STATEWIDE	413,449	\$12,054,471,901	\$29,156	\$27,937	
STILLWATER	3,139	\$121,549,685	\$38,720	\$41,017	1
SWEET GRASS	1,597	\$55,392,068	\$34,687	\$38,080	2
ROSEBUD	4,187	\$143,990,990	\$34,391	\$37,455	3
FALLON	1,175	\$38,388,736	\$32,662	\$34,451	4
LEWIS & CLARK	30,552	\$985,086,307	\$32,243	\$28,017	5
YELLOWSTONE	72,570	\$2,330,475,873	\$32,113	\$31,123	6
BIG HORN	4,443	\$136,492,941	\$30,720	\$33,033	7
SIVER BOW	14,923	\$453,330,575	\$30,378	\$29,424	8
MISSOULA	53,017	\$1,571,055,687	\$29,633	\$28,109	9
JEFFERSON	2,541	\$73,599,897	\$28,969	\$29,030	10
GALLATIN	42,099	\$1,216,703,485	\$28,901	\$27,518	11
TOOLE	2,067	\$58,983,372	\$28,538	\$26,143	12
FLATHEAD	37,612	\$1,066,823,461	\$28,364	\$27,522	13
CASCADE	33,558	\$940,345,278	\$28,021	\$26,633	14
POWELL	2,181	\$60,472,410	\$27,733	\$22,472	15
RICHLAND	4,380	\$121,323,968	\$27,698	\$27,571	16
GLACIER	4,415	\$122,168,134	\$27,670	\$23,029	17
MADISON	2,385	\$63,558,451	\$26,646	\$26,579	18
BLAINE	1,564	\$40,566,289	\$25,932	\$21,721	19
LAKE	8,358	\$215,774,609	\$25,816	\$23,618	20
HILL	6,383	\$164,273,062	\$25,735	\$23,055	21
BEAVERHEAD	3,381	\$86,125,944	\$25,477	\$22,518	22
DANIELS	600	\$15,235,875	\$25,414	\$25,032	23
CUSTER	4,806	\$121,974,631	\$25,381	\$22,610	24
RAVALLI	10,929	\$276,804,333	\$25,327	\$23,646	25
LIBERTY	584	\$14,794,437	\$25,326	\$25,510	26
PONDERA	1,845	\$46,440,669	\$25,177	\$25,064	27
LINCOLN	5,427	\$136,080,864	\$25,073	\$21,857	28
VALLEY	2,691	\$67,219,086	\$24,982	\$23,322	29
BROADWATER	1,321	\$32,949,299	\$24,944	\$24,413	30
DAWSON	3,324	\$82,238,222	\$24,744	\$24,202	31
FERGUS	4,200	\$103,367,634	\$24,613	\$23,525	32
TETON	1,802	\$43,922,980	\$24,369	\$24,756	33
MEAGHER	622	\$15,132,663	\$24,313	\$24,014	34
ROOSEVELT	3,459	\$83,237,914	\$24,066	\$19,795	35
DEER LODGE	2,955	\$69,524,492	\$23,529	\$20,767	36
PARK	5,704	\$133,042,252	\$23,323	\$22,281	37
MUSSELSHELL	1,000	\$23,226,855	\$23,235	\$23,162	38
MCCONE	535	\$12,421,960	\$23,233	\$24,560	39
PRAIRIE	304	\$7,031,269	\$23,129	\$22,403	40
PHILLIPS	1,287	\$29,587,241	\$22,997	\$21,542	41
SANDERS	3,082	\$70,251,251	\$22,795	\$21,460	42
SHERIDAN	1,241	\$27,457,344	\$22,118	\$18,899	43
GRANITE	738	\$16,308,933	\$22,111	\$19,835	44
CARBON	2,599	\$56,388,675	\$21,699	\$20,218	45
WIBAUX	247	\$5,264,244	\$21,298	\$20,790	46
JUDITH BASIN	401	\$8,443,367	\$21,051	\$18,997	47
MINERAL	1,193	\$25,068,239	\$21,017	\$17,891	48
GOLDEN VALLEY	174	\$3,462,106	\$19,897	\$18,384	49
TREASURE	195	\$3,841,587	\$19,658	\$19,934	50
WHEATLAND	585	\$11,488,077	\$19,627	\$17,684	51
CHOUTEAU	1,254	\$24,495,092	\$19,530	\$17,263	52
CARTER	252	\$4,866,647	\$19,306	\$18,256	53
POWDER RIVER	458	\$8,706,157	\$19,019	\$16,174	54
GARFIELD	291	\$5,106,620	\$17,543	\$14,534	55
PETROLEUM	100	\$1,660,605	\$16,662	\$11,249	56

Economic outlook 2008 survey results

(February 15, 2008)

The nation's economy has been front and center in the news, in the boardroom, in the break room, and around the kitchen table. Last week, we offered an online survey asking for your input about the change in the economy and how it's affecting your business, if at all. The jury is still out on how long the present economic situation will last or how severe it will be, but the survey results did provide some interesting insights. Here are some highlights:

- 33% of respondents said their business is feeling the effects of the economic downturn, but they don't expect their company to take drastic action such as staff or benefits reductions,
- 35% said their business is stable at this time,
- 54% said they expect to keep staffing at current levels,
- 28% said they expect to add staff,
- 23% said they are seeing more employees inquiring about borrowing from their 401(k)s,
- 82% said that morale problems are their biggest concern if faced with a staff reduction.

When asked how long they expected the current economic situation to last, 5% said it would be over in 6 months; 39% said it would be over in a year; 29% said it's a long-term problem that will affect their business operations for more than a year; 24% said they weren't sure how long it would last.

- Of those who said it would last only 6 months, a much higher percentage than the average for the survey said they were planning to add staff and that their business had seen improvement in recent months.
- Of those who said it would last for only a year, a much higher percentage than the survey average said their company was managing to ride out the current economic situation.
- Of those who said it would be a long-term problem, they were more likely than the average for the survey to say that their business was in the midst of cost-cutting moves and less likely than the survey average to say that their business was stable. A larger percentage than the survey average also reported that they were seeing employees inquire about borrowing from their 401(k)s and dropping their insurance coverage to increase their take-home pay.

Wendi Watts

Web Editor

HR Hero Line

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Interview Impression

Report generated on 2/18/2008 2:08:18 PM

Please rate your overall experience with the BEAR visit:

Response	Count	Percent
1 - Unproductive	0	0%
2	0	0%
3 - Neutral	0	0%
4	1	14%
5 - Productive	6	86%
	7	100%

Please rate your interviewer's presentation of the BEAR Program and overall approach to the visit with your company.

Response	Count	Percent
1 - Poor	0	0%
2	0	0%
3 - Neutral	0	0%
4	3	43%
5 - Excellent	4	57%
	7	100%

Would you recommend the Montana BEAR Program to other business owners:

Response	Count	Percent
Yes	6	86%
Not Sure	1	14%
No	0	0%
	7	100%

After the visit, what is your overall impression of the BEAR Program?

Response	Count	Percent
1 - Negative	0	0%
2	0	0%
3 - Neutral	0	0%
4	1	14%
5 - Positive	6	86%
	7	100%

Dashboard Metrics

Dashboard Metrics

<input type="checkbox"/>	Visits conducted	21
<input type="checkbox"/>	Visits resulting in a Referral	14 / 21 (67%)

Type of service	Visits	Referrals
<input type="checkbox"/> Entrepreneurship/management	2	2
<input type="checkbox"/> Financing/capital	2	2
<input type="checkbox"/> Information technologies	2	2
<input type="checkbox"/> Workforce/training	8	15